



UNITED STATES MARINE CORPS

3D BATTALION, 3D MARINES
3D MARINE DIVISION (-) (REIN)
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IN REPLY REFER TO:
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CO
2 Jun 11

POLICY LETTER 16-11

From: Commanding Officer, 3d Battalion, 3d Marines
To: All Hands, 3d Battalion, 3d Marines

Subj: HAZING POLICY

Ref: (a) MCO 1700.28

1. Purpose. The purpose of this letter is to set forth the Battalion Commander's guidance on hazing. This policy applies to all personnel organic to and attached to "America's Battalion".

2. Background.

a. Reference (a) defines hazing as conduct that causes a service member to suffer or be exposed to an activity that is cruel, abusive, humiliating, or oppressive. Hazing need not involve physical contact among or between military members. It may be verbal or psychological in nature.

b. Hazing erodes good order and discipline and undermines the trust and confidence of the public. This includes the parents of America who send us our most precious resource: their own children.

c. The physical or verbal abuse or intimidation of our Marines and Sailors is intolerable and is contrary to our leadership principles.

d. The Marine Corps has a proud history of self-sacrifice and dedication to duty. The selfless acts of our Marines and sailors are born of each individual's belief in our Corps and loyalty to fellow Marines and sailors. Conduct that fails to uphold the dignity of and respect for our Marines and Sailors is morally repulsive, inconsistent with our core values, and does immeasurable damage to unit cohesion, combat readiness, and the reputation of America's Battalion.

e. Leaders at all levels must remain vigilant for the signs of hazing. We cannot and will not tolerate hate, prejudice, discrimination, or harassment of any kind. Hazing has no place in our Corps.

3. Policy.

a. Hazing, in any of its forms, will not be tolerated in this Battalion. Substantiated allegations of hazing will be dealt with swiftly and appropriately. Violations are subject to disciplinary action under the UCMJ.

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b. Leaders must take positive steps to prevent hazing. This includes talking to your Marines about hazing and educating them about what constitutes hazing. Ensure you and your Marines and sailors know and understand the laws and policies contained in the reference. Foster a climate in which hazing is rejected. Encourage your Marines and sailors to report allegations of mistreatment. Immediately and thoroughly investigate suspicions or allegations of hazing and report those findings through your chain of command. Continue to lead by example and emphasize the tenants of positive Marine Corps leadership.

c. Report to the Battalion Executive Officer as soon as possible all allegations and incidents of hazing, including both substantiated and unsubstantiated incidents.

4. The point of contact for this matter is the Battalion Executive Officer, Major Sean P. Carroll, who can be reached at COMM: (808)257-1803 or via email correspondence at sean.p.carroll@usmc.mil.

M. J. PALMA

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